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1-0271

MAY 12 1954

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : CIA Supergrade Structure

1. PROBLEM:

To determine the appropriate supergrade structure for CIA in terms of:

a. Supergrade ceiling.
b. Grade distribution of supergrade positions.
c. Distribution of supergrade positions among major components.

2. ASSUMPTIONS:

a. A method of fixing and periodically adjusting the CIA supergrade structure should be incorporated into the Agency salary administration program.

b. To assure equitable compensation for personnel assigned to the most responsible Agency positions, the number and distribution of CIA supergrade positions should be reviewed periodically to maintain alignment with compensation practices of other comparable Federal Agencies.

c. The supergrade category of positions, for purposes of external Agency comparison, includes all full-time positions with authorized salary levels equivalent to or above the base of the GS-16 grade level, regardless of the type of authority for the rate. It includes statutory positions, Foreign Service positions in the Department of State wholly within the supergrade range, GS positions authorized by other legislation, positions in agencies excepted from the Classification Act which are compensated at or above the GS-16 level, etc.

3. FACTS BEARING ON THE PROBLEM:

a. In the Federal Government there are numerous basic authorities which establish positions at salary levels above GS-15. These include the following:

ER

SECRET

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ILLEGIB

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25X1 OB/CWD/ [redacted] ket (3 May 1955)

Distribution:
Orig - D/Pers
2 - DD/S
2 - DCI
2 - CWD

Originator: [redacted]
Deputy Chief, Classification and Wage Division

25X1

Concur [redacted]
Director of Personnel

SECRET

[redacted]

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STATINTL

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